

P-1 DOCTORS RZ 40 HOUR PLAN EFFECTIVE 7/11/2003

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
RZ	1 Annual	\$54,544.00	\$56,100.00	\$57,649.00	\$59,204.00	\$60,756.00	\$62,306.00	\$63,851.00		
	Bi-Wk	\$2,089.81	\$2,149.43	\$2,208.78	\$2,268.36	\$2,327.82	\$2,387.21	\$2,446.40		
	Daily	\$208.99	\$214.95	\$220.88	\$226.84	\$232.79	\$238.73	\$244.64		
	Hourly	\$26.13	\$26.87	\$27.61	\$28.36	\$29.10	\$29.85	\$30.58		
RZ	2 Annual	\$55,883.00	\$57,727.00	\$59,567.00	\$61,406.00	\$63,248.00	\$65,093.00	\$66,933.00		
	Bi-Wk	\$2,141.12	\$2,211.77	\$2,282.27	\$2,352.73	\$2,423.30	\$2,493.99	\$2,564.49		
	Daily	\$214.12	\$221.18	\$228.23	\$235.28	\$242.33	\$249.40	\$256.45		
	Hourly	\$26.77	\$27.65	\$28.53	\$29.41	\$30.30	\$31.18	\$32.06		
RZ	3 Annual	\$59,934.00	\$61,935.00	\$63,933.00	\$65,938.00	\$67,932.00	\$69,931.00	\$71,930.00		
	Bi-Wk	\$2,296.33	\$2,372.99	\$2,449.55	\$2,526.37	\$2,602.76	\$2,679.35	\$2,755.94		
	Daily	\$229.64	\$237.30	\$244.96	\$252.64	\$260.28	\$267.94	\$275.60		
	Hourly	\$28.71	\$29.67	\$30.62	\$31.58	\$32.54	\$33.50	\$34.45		
RZ	4 Annual	\$63,493.00	\$65,568.00	\$67,636.00	\$69,710.00	\$71,783.00	\$73,861.00	\$75,926.00		
	Bi-Wk	\$2,432.69	\$2,512.19	\$2,591.42	\$2,670.89	\$2,750.31	\$2,829.93	\$2,909.05		
	Daily	\$243.27	\$251.22	\$259.15	\$267.09	\$275.04	\$283.00	\$290.91		
	Hourly	\$30.41	\$31.41	\$32.40	\$33.39	\$34.38	\$35.38	\$36.37		
RZ	5 Annual	\$88,992.00	\$91,753.00	\$94,509.00	\$97,276.00	\$100,034.00	\$102,794.00	\$105,566.00		
	Bi-Wk	\$3,409.66	\$3,515.45	\$3,621.04	\$3,727.05	\$3,832.73	\$3,938.47	\$4,044.68		
	Daily	\$340.97	\$351.55	\$362.11	\$372.71	\$383.28	\$393.85	\$404.47		
	Hourly	\$42.63	\$43.95	\$45.27	\$46.59	\$47.91	\$49.24	\$50.56		
RZ	6 Annual	\$92,054.00	\$94,891.00	\$97,727.00	\$100,572.00	\$103,408.00	\$106,251.00	\$109,085.00		
	Bi-Wk	\$3,526.98	\$3,635.68	\$3,744.33	\$3,853.34	\$3,962.00	\$4,070.92	\$4,179.51		
	Daily	\$352.70	\$363.57	\$374.44	\$385.34	\$396.20	\$407.10	\$417.96		
	Hourly	\$44.09	\$45.45	\$46.81	\$48.17	\$49.53	\$50.89	\$52.25		
RZ	7 Annual	\$95,308.00	\$98,226.00	\$101,145.00	\$104,062.00	\$106,975.00	\$109,895.00	\$112,805.00		
	Bi-Wk	\$3,651.65	\$3,763.45	\$3,875.29	\$3,987.05	\$4,098.66	\$4,210.54	\$4,322.04		
	Daily	\$365.17	\$376.35	\$387.53	\$398.71	\$409.87	\$421.06	\$432.21		
	Hourly	\$45.65	\$47.05	\$48.45	\$49.84	\$51.24	\$52.64	\$54.03		
RZ	8 Annual	\$98,698.00	\$101,688.00	\$104,677.00	\$107,668.00	\$110,655.00	\$113,648.00	\$116,637.00		
	Bi-Wk	\$3,781.54	\$3,896.10	\$4,010.62	\$4,125.22	\$4,239.66	\$4,354.33	\$4,468.86		
	Daily	\$378.16	\$389.61	\$401.07	\$412.53	\$423.97	\$435.44	\$446.89		
	Hourly	\$47.27	\$48.71	\$50.14	\$51.57	\$53.00	\$54.43	\$55.87		
RZ	9 Annual	\$102,265.00	\$105,324.00	\$108,400.00	\$111,463.00	\$114,534.00	\$117,599.00	\$120,666.00		
	Bi-Wk	\$3,918.20	\$4,035.41	\$4,153.26	\$4,270.62	\$4,388.28	\$4,505.71	\$4,623.22		
	Daily	\$391.82	\$403.55	\$415.33	\$427.07	\$438.83	\$450.58	\$462.33		
	Hourly	\$48.98	\$50.45	\$51.92	\$53.39	\$54.86	\$56.33	\$57.80		

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RZ	10	Annual	\$105,971.00	\$109,122.00	\$112,270.00	\$115,422.00	\$118,575.00	\$121,727.00	\$124,879.00		
		Bi-Wk	\$4,060.20	\$4,180.92	\$4,301.54	\$4,422.30	\$4,543.11	\$4,663.87	\$4,784.64		
		Daily	\$406.02	\$418.10	\$430.16	\$442.23	\$454.32	\$466.39	\$478.47		
		Hourly	\$50.76	\$52.27	\$53.77	\$55.28	\$56.79	\$58.30	\$59.81		
RZ	11	Annual	\$109,812.00	\$113,032.00	\$116,262.00	\$119,486.00	\$122,708.00	\$125,941.00	\$129,168.00		
		Bi-Wk	\$4,207.36	\$4,330.73	\$4,454.49	\$4,578.01	\$4,701.46	\$4,825.33	\$4,948.97		
		Daily	\$420.74	\$433.08	\$445.45	\$457.81	\$470.15	\$482.54	\$494.90		
		Hourly	\$52.60	\$54.14	\$55.69	\$57.23	\$58.77	\$60.32	\$61.87		
RZ	12	Annual	\$113,842.00	\$117,145.00	\$120,446.00	\$123,746.00	\$127,052.00	\$130,352.00	\$133,650.00		
		Bi-Wk	\$4,361.77	\$4,488.32	\$4,614.79	\$4,741.23	\$4,867.90	\$4,994.33	\$5,120.69		
		Daily	\$436.18	\$448.84	\$461.48	\$474.13	\$486.79	\$499.44	\$512.07		
		Hourly	\$54.53	\$56.11	\$57.69	\$59.27	\$60.85	\$62.43	\$64.01		
RZ	13	Annual	\$125,661.00	\$129,304.00	\$132,946.00	\$136,589.00	\$140,231.00	\$143,874.00	\$147,515.00		
		Bi-Wk	\$4,814.60	\$4,954.18	\$5,093.72	\$5,233.30	\$5,372.84	\$5,512.42	\$5,651.92		
		Daily	\$481.46	\$495.42	\$509.38	\$523.33	\$537.29	\$551.25	\$565.20		
		Hourly	\$60.19	\$61.93	\$63.68	\$65.42	\$67.17	\$68.91	\$70.65		
RZ	14	Annual	\$142,052.00	\$146,150.00	\$150,248.00	\$154,345.00	\$158,443.00	\$162,541.00	\$166,639.00	\$170,736.00	\$174,833.00
		Bi-Wk	\$5,442.61	\$5,599.62	\$5,756.63	\$5,913.61	\$6,070.62	\$6,227.63	\$6,384.64	\$6,541.61	\$6,698.59
		Daily	\$544.27	\$559.97	\$575.67	\$591.37	\$607.07	\$622.77	\$638.47	\$654.17	\$669.86
		Hourly	\$68.04	\$70.00	\$71.96	\$73.93	\$75.89	\$77.85	\$79.81	\$81.78	\$83.74